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Collective Bargaining Agreements

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8-15-1937

## Independent Kosher Butcher's Association, Inc. and Kosher Butcher's Union, Amalgamated Meat Cutters and Butcher Workmen of North America, Local 617 (1937)

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**Independent Kosher Butcher's Association, Inc. and Kosher Butcher's Union,  
Amalgamated Meat Cutters and Butcher Workmen of North America, Local 617  
(1937)**

**Location**

Cleveland, OH

**Effective Date**

8-15-1937

**Expiration Date**

8-15-1940

**Number of Workers**

37

**Employer**

Meyers Kosher Meat Market; Carl Osher; R Katz; Max Kirschner; Hyman Galavan; I Chapman; J Gordinsky; H Laserson; S. Schwartz; Sam Margolis; Ben Ellerin; Max Axelrod; Z. Resnick; S. Fine; M. Spike; L. Schreiber; Max Steiger; Henry Weiss; F. Bosis; Harry Shurensky; O. Segal; P. Greenblat; P. Segal; S. Katzeff

**Union**

Kosher Butchers Union, Amalgamated Meat Cutters and Butcher Workmen of North America

**Union Local**

21051, 617

**NAICS**

44

**Sector**

Private

**Item ID**

6178-009b130f018\_03

**Keywords**

collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

**Comments**

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## A G R E E M E N T

This agreement entered into this undersigned date by and between the undersigned owner and/or proprietor of the Retail Kosher Meat Market, hereinafter called the Employer and the Kosher Butchers Union #21051, hereinafter called the Union. The term EMPLOYER shall be construed to include the owner, proprietor, partnership or corporation. The term UNION shall be construed to include the Kosher Butchers Union #21051, its officers, members and agents.

ARTICLE I: The Employer and Union recognizing the necessity of eliminating restrictions and promoting efficiency agree that no rules or practices shall be permitted that will in any way limit production or increase the time required to do the work.

ARTICLE II: The Employer agrees to employ no one, not a member of this UNION in good standing as meat cutters and butcher workmen.

ARTICLE III: It is mutually agreed and understood that no Employer shall have or exhibit anywhere in his place of business any price sign or advertising matter relating to the price of meats and other products sold in the business of the Employer.

ARTICLE IV: The Employer shall at all times exhibit in the window of his shop a proper Union sign, which will be furnished him by the Union.

ARTICLE V: During the existence of this agreement, and provided the employment is in accordance with the terms thereof, the Union agrees at all times to furnish the Employer with all men needed by him in the operation of his business.

ARTICLE VI: No Union man shall be required to work in the Employer's Meat Market with any non-union man, it being the intent of this agreement that Union men shall not be compelled to work with non-union men.

ARTICLE VII: A CHECK-OFF SYSTEM shall be instituted, and UNION DUES, FINES and ASSESSMENTS shall be deducted by the employer each week from the employees wages and paid to the business representative of UNION #21051.

ARTICLE VIII: No officer or member of the Union shall be permitted to interfere with employees during working hours, except the official representative of the Union, who may consult with men employed in the meat market.

ARTICLE IX: The Employer shall be required to hire all Union Men thru the office of the Union or its official representative.

ARTICLE X: The Employer shall not be permitted to avail himself of the services of his wife or any member of his family in the handling or cutting of meat or any other products by the Employer in the operation of his meat market.

ARTICLE XI: The hours worked by a Union man during each working day shall be consecutive, provided, however, that an interval of not longer than one (1) hour will be allowed for each meal period, which meal period shall not count as part of the employee's working time.

Forty-eight (48) hours shall constitute a week's work.

ARTICLE XII: The working hours of any day shall be between the hours of seven (7:00) a. m. and six (6:00) p. m., except on Thursdays and Saturdays; on Wednesdays quitting time shall not be later than one (1:00) p. m.; on Thursdays quitting time shall not be later than nine (9:00) p. m.; and on Saturdays quitting time shall not be later than eleven (11:00) p. m. A universal time schedule shall be worked out between the Union and the Employer.

ARTICLE XIII: It is understood and agreed that members of the Union are divided into three classes of employees; Namely, 1st man or Manager, Regular and Helpers and Delivery Men, and that said classes shall be compensated upon the following basis:

|                     |  |
|---------------------|--|
| 1st Man or Manager: | Fifty Four Dollars (\$54.00) per week  |
| Regular:            | Forty Two Dollars (\$42.00) per week   |
| Helpers & Del. Men: | Twenty Five Dollars (\$25.00) per week |

All classifications to be made and fixed by the Union.

Unless otherwise agreed upon, Union men shall be paid once each week in currency, the place of payment to be the meat market in which they are employed.

ARTICLE XIV: Men working for said employer for a period of one year shall be entitled to one week's vacation with regular salary.

ARTICLE XV: The Union shall furnish all extra help required by the Employer and such extra help shall be paid as follows:

|                     |                               |
|---------------------|-------------------------------|
| 1st Man or Manager: | One dollar (\$1.00) per hour  |
| Regular:            | One Dollar (\$1.00) per hour  |
| Helpers & Del. Men: | Five Dollars (\$5.00) per day |

All extra help shall work not less than eight (8) hours; help employed on Thursday shall be paid a minimum of not less than eight dollars (\$8.00) per day.

All overtime earnings shall be paid at the rate of time and one half.

ARTICLE XVI: Should the service of any Union man become unsatisfactory to the employer and said employer desire to dispense with the services of said man, it shall not be done until the employer shall first notify the official representative of the Union, stating his reason for desiring to make a change.

If in the opinion of the official representative of the Union, the Employer is justified in requesting said change, then the said change shall be immediately made by the official representative of the Union.

ARTICLE XVII: In the event the Employer and the official representative of the Union are unable to agree upon said change, said matter shall be submitted to the Board of Conciliation.

ARTICLE XVIII: All Employees working regularly must be paid for all Jewish holidays and any other holidays during which stores may be closed.

ARTICLE XIX: The Employer shall be required to carry compensation Insurance for the benefit of the employee so that the employee may be indemnified in the event of any accident occurring during the time of his employment and growing out of his employment.

ARTICLE XX: It is mutually agreed that if a dispute arises under the terms of this agreement that cannot be settled between the Employer and the Union, such dispute shall be turned over within twenty four hours to a Conciliation Board, which shall consist of three (3) to be selected by the Employer and three to be selected by the Union. The decision of the board shall be rendered one week from the time it is given to them and shall be final and binding upon both parties. Employees shall remain at work during conciliation.

The provisions of this Agreement shall continue in full force and effect until <sup>Aug. 15</sup> 1940 and thereafter year to year until terminated at the request of either party after three (3) months written notice to the other party.

ARTICLE XXI: It is further understood that the provisions of this the Agreement shall govern the employment of and the conditions under which the Union shall work in Cuyahoga County and such other territory as comes within the jurisdiction of the Union.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 1937, by the duly authorized representatives of the parties hereto:

Kosher Meat Market:

Kosher Butchers Union  
21051

WITNESSETH



## U.S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON

October 9, 1937

Mr. H. J. Waiyere, Business Rep.  
Amalgamated Meat Cutters and  
Butcher Workmen #617  
2921 Prospect Avenue  
Cleveland, Ohio

My dear Mr. Waiyere:

We have in our files a copy of your agreement with the  
Independent Kosher Butchers' Association which expired August 15, 1937.

In order to keep our files of union agreements up to date, I  
should be grateful if you could conveniently send us a copy of your new  
agreement, if you now have an agreement in force. We shall be glad to  
type a duplicate and promptly return the original if you have only one  
copy available. If you so indicate, we shall keep the identity of the  
agreement confidential, using the material only for general information,  
in such a way as not to reveal the name of the union.

We shall be very grateful for your assistance. The enclosed  
envelope for your reply requires no postage. If we can furnish you  
information at any time, please let me know.

Very truly yours,

*Isador Lubin*

Isador Lubin

Enc.

Commissioner of Labor Statistics

Name of company or employers' association signing the agreement.....

(on other side)

(If more than one employer, please list on reverse side)

Number of companies covered by agreement (on other side)

Number of union members working under terms of agreement (on other side)

Number of non-members working under terms of agreement None

Branch of trade covered Kosher butchers

Date renewed August 15, 1937 Date of expiration August 15, 1940

If you cannot send a copy of your new agreement, please note (on the re-  
verse side of this letter) any changes from your previous agreement.

Name of company of employers, association signing the agreement:-

|                             |                           |           |
|-----------------------------|---------------------------|-----------|
| Meyers Kosher Meat Market - | M Rabnick, Sec'y & Treas. | 8 members |
| Carl Osher                  |                           | 1         |
| R Katz                      |                           | 2         |
| Max Kirschner               |                           | 1         |
| Hyman Galavan               |                           | 2         |
| I Chapman                   |                           | 1         |
| J Gordinisky                |                           | 1         |
| H Laserson                  |                           | 1         |
| S. Schwartz                 |                           | 1         |
| Sam Margolis                |                           | 1         |
| Ben Ellerin                 |                           | 1         |
| Max Axelrod                 |                           | 1         |
| Z. Resnick                  |                           | 1         |
| S. Fine                     |                           | 1         |
| M. Spike                    |                           | 2         |
| L. Schreiber                |                           | 1         |
| Max Steiger                 |                           | 3         |
| Henry Weiss                 |                           | 1         |
| F. Bosis                    |                           | 2         |
| Harry Shurensky             |                           | 1         |
| O. Segal                    |                           | 1         |
| P. Greenblat                |                           | 1         |
| P. Segal                    |                           | 1         |
| S. Katzeff                  |                           | 1         |

37members



U. S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS  
WASHINGTON

UNION AGREEMENTS

November 4, 1937

~~37-37-27~~  
37-37-20  
W  
Meat. 617  
Cleveland, Ohio  
8-15-40

Mr. H. I. Wayne, Secretary,  
Amalgamated Meat Cutters and  
Butcher Workmen #617,  
10217 Columbia Avenue,  
Cleveland, Ohio.

Dear Sir: For a number of years the Bureau of Labor Statistics has attempted to maintain a file of all union agreements in force throughout the United States. On checking through our files we find we do not have copies of any agreements entered into by your union. We are exceedingly anxious to have your agreements among our records and shall appreciate your cooperation in sending us copies of them, together with the information requested below.

If you have only one copy available and so designate, we shall be glad to type a duplicate and promptly return the original. If you so indicate, we will keep the identity of the agreement confidential, using the materials only for general analysis, which will not reveal the name of your union.

The enclosed envelope for reply requires no postage. If we can be of service to you at any time, please write me.

Very truly yours,

*Isador Rubin*

Commissioner of Labor Statistics.

Enc.

Name of company or employers' association signing the agreement Other side

(If more than one employer, please list on reverse side)

Number of companies covered by agreement 26

Number of union members working under terms of agreement 35 working full time  
3 working part time  
38

Number of nonmembers working under terms of agreement 8

Branch of trade covered Retail Kosher Retail Kosher Meat Markets

Date signed Other side Date of expiration Other side

H. I. Wayne

(Name of person furnishing information)

2921 Prospect Avenue

(Address)

The Meyers Kosher Meat Market M. Robinson, Sec'y. & Treas.

|                            | Date Signed | Expiration |
|----------------------------|-------------|------------|
| Meyers Kosher Meat Mkt     |             |            |
| M. Robinson, Sec'y. Treas. | 9/24/37     | 8/15/38    |
| Carl Osher                 | 9/26/37     | 8/15/38    |
| R. Katz                    | 9/30/37     | 8/15/38    |
| Max Kirschner              | 10/14/37    | 8/15/38    |
| Hyman Galavan              | 8/26/37     | 8/15/40    |
| I Chapman                  | 8/26/37     | 8/15/40    |
| J. Gordinsky               | 8/26/37     | 8/15/40    |
| H. Lasserson               | 8/26/37     | 8/15/40    |
| S. Klein                   | 8/26/37     | 8/15/40    |
| S. Schwartz                | 8/26/37     | 8/15/40    |
| Sam Margolis               | 8/26/37     | 8/15/40    |
| Ben Ellerin                | 8/26/37     | 8/15/40    |
| Max Axelrod                | 8/26/37     | 8/15/40    |
| Z. Resnick                 | 8/26/37     | 8/15/40    |
| S. Fine                    | 8/26/37     | 8/15/40    |
| M. Spike                   | 8/26/37     | 8/15/40    |
| L. Schreiber               | 8/26/37     | 8/15/40    |
| Max Steiger                | 8/26/37     | 8/15/40    |
| Henry Weiss                | 8/28/37     | 8/15/40    |
| F. Bosis                   | 8/28/37     | 8/15/40    |
| Harry Sharensky            | 8/28/37     | 8/15/40    |
| O. Segal-                  | 9/16/37     | 8/15/40    |
| P. Greenblat               | 9/13/37     | 8/15/40    |
| P. Segel                   | 10/7/37     | 8/15/40    |
| S. Katzeff                 | 10/7/37     | 8/15/50    |
| Ostend Meat Market         |             |            |
| Sam Ginsberg, Pres.        | 11/11/37    | 8/15/40    |

30 individual shop owners do not employ anyone - work themselves and their wives - which is contrary to Article X of our Agreement.

